

SKILLED OCCUPATIONS

AIRCRAFT AND ENGINE MECHANIC - Includes only: Aircraft Mechanic;  
Aircraft- Engine Mechanic; Airplane  
Mechanic

APPRENTICE (Critical Occupations Only)

BOILERMAKER - Includes: Boilermaker; Lay-Out Man; Fit-Up Man; Boiler-  
Shop Mechanic

BOILERMAKER, Marine

BRICKLAYER, REFRACTORY

COREMAKER

DRILLER, PETROLEUM - Includes: Cable Driller; Rotary Driller

DIE SETTER

ELECTRICIAN, AIRPLANE

FOREMAN (Critical Occupations Only)

GLASS BLOWER, LABORATORY APPARATUS

INSTRUMENT REPAIRMAN - Includes only: Instrument Repairman; Aircraft  
Instrument Man; Electrical Instrument Repairman

LAY-OUT MAN, MARINE

LOFTSMAN - Includes only: Loftsmen, Marine; Mock-up Assembler; Loftsmen,  
Aircraft; Boilermaker- Loftsmen

MACHINIST - Includes: Machinist; Bench Machinist; Instrument Maker;  
Laboratory Mechanic; Lay-Out Man; Marine Machinist;  
Job Setter

MAINTENANCE, MECHANIC

MILLWRIGHT

MODEL MAKER

MOLDER - Includes only: Molder, Bench; Molder, Finish; Molder, Floor;  
Molder, Pattern

PATTERNMAKER

PRECISION-LENS GRINDER - Includes only: Precision-Lens Grinder; Precision  
Lens Polisher

ROLLER, IRON AND STEEL

SHIP RIGGER

STILLMAN, PETROLEUM PROCESSING

TOOL AND DIE MAKER - Includes only: Die Maker; Tool Maker; Tool & Die Maker

DEPARTMENT OF LABOR  
PRELIMINARY LIST OF CRITICAL OCCUPATIONS

PROFESSIONAL AND RELATED OCCUPATIONS

AGRONOMIST  
ARCHITECT, MARINE  
BACTERIOLOGIST  
BIOLOGIST  
BOTANIST  
CHEMIST - Includes: Chemist, Analytical; Chemist, Biological; Chemist, Organic; Chemist, Physical; Chemist, Inorganic; Pharmacognosist; Pharmacologist;  
CLINICAL PSYCHOLOGIST  
DENTIST  
ENGINEER - Includes:  
ENGINEER, CHEMICAL - Includes only: Chemical Engineer; Ceramic Engineer  
ENGINEER, CIVIL  
ENGINEER, ELECTRICAL  
ENGINEER, INDUSTRIAL  
ENGINEER, MECHANICAL  
ENGINEER, MINING  
ENGINEER, PETROLEUM  
ENGINEER, SANITARY  
ENGINEER, CHIEF, MARINE  
ENTOMOLOGIST  
GEOLOGIST - Includes Geologist and Geophysicist  
MASTER, SHIP  
MATHEMATICIAN  
METALLURGIST - Includes: Metallurgist, Extractive; Metallurgist, Physical  
NURSE, PROFESSIONAL  
OSTEOPATH  
PARASITOLOGIST  
PHYSICIANS AND SURGEONS  
PHYSICIST  
PLANT PATHOLOGIST  
TEACHER (Critical Occupations Only)  
TOOL AND DIE DESIGNER - Includes only: Die Designer; Tool Designer  
VETERINARIAN

(1) The member is principally engaged or employed in a civilian occupation appearing on the Department of Labor List of Critical Occupations; and in a highly essential activity necessary to the national health, safety, or interest as defined in the Department of Commerce List of Essential Activities; or

(2) The member is otherwise engaged or employed in a key position in a highly essential activity necessary to the national health, safety, or interest as defined in the Department of Commerce List of Essential Activities.

(3) It is established after careful consideration of the member's or his employer's written request that the member in fact complies with the criteria of 1 or 2 above, and that there are unique circumstances surrounding the member's employment or work which give him essential knowledge or experience not possessed by any available replacement possessing the same skill.

## 2. Members of the Civilian Components Occupying Critical Key Managerial Jobs.

The following applies only in the case of a member occupying a critical key managerial position not otherwise accounted for in the Department of Labor List of Critical Occupations. Such member may be authorized delay in call to active duty by the military department concerned only if all the following criteria are met:

a. The member's call to active duty would cause material loss in production, services or research necessary to the national health, safety or interest.

b. Written representation is submitted giving specific justification for delay in call to active duty.

c. The urgency of the civilian work outweighs the need of the armed forces for his services.

d. Request for delay in call to active duty of men under 26 years of age will be considered only in exceptional cases.

## 3. Members of Civilian Components enrolled in educational institutions or engaged in research and scientific activities.

Call to active duty of a member enrolled in an educational institution may be delayed until completion of the school term in which the member is then registered. A member pursuing a professional graduate course or engaged in research in a technical or scientific field of primary interest to the Department of Defense should be granted delay in call to active duty. Such delay will be based upon the merits of the individual case.

## III. APPEALS

The Military Departments will establish appropriate procedures for considering appeals for delay in call to active duty of individual members of the Civilian Components in accordance with the criteria stated above. Appeals may be made by the member or his employer.

## IV. CHANNELS FOR APPEALS

The Military Departments will establish and publicize the office of original request for delay in call to active duty and the successive echelons of appeal channels.

## V. IMPLEMENTATION

Implementation of these policies is delegated to the Secretaries of the Military Departments.

1 August 1950

POLICY ON DELAY IN CALL TO ACTIVE DUTY FOR MEMBERS  
OF CIVILIAN COMPONENTS OF THE ARMED FORCES POSSESSING  
CRITICAL OCCUPATIONAL SKILLS

I. GENERAL STATEMENT:

1. It is the traditional policy of this country to rely for national security largely upon the readiness and willingness of its citizens to mobilize rapidly as armed forces in the event of a national emergency. The basic function of the Civilian Components is to be available for military service in the armed forces in time of an emergency.

2. In an emergency the national interest may dictate that the ordering to active duty of some reservists be delayed temporarily. Some members of the Civilian Components are engaged in civilian occupations essential to activities critically necessary to the maintenance of the national health, safety or interest. Men with experience and skills in such occupations will be required by the Armed Forces and by the civilian economy in numbers far exceeding the supply. The Department of Defense is interested in seeing that military manpower objectives for these critical skills are attained and, at the same time, that production and research, vital to the national military effort, are not seriously impaired by a sudden withdrawal of these critical skills from the civilian economy. Because the Department of Defense has these dual interests, the immediate military requirement in a national emergency for reservists possessing such skills must be weighed, balanced, and reconciled with the civilian requirements to the maximum extent possible in the interest of national security.

3. It is the purpose of this statement to establish the basic criteria upon which requests for delay in call to active duty for the purpose outlined in paragraph 2 will be considered and evaluated. Delays in calling to active duty members of the Civilian Components shall not be considered as a means of exempting individuals indefinitely from military service, and such delays may be terminated at any time due to overriding military considerations. Any initial delay in call to active duty under this policy may not exceed a period of six months and may be for a lesser period within the discretion of the Departments concerned. At the end of the initial specified delay in call to active duty the same procedure outlined in this policy will govern, and additional delay in call to active duty may be authorized. However, a stricter application of the criteria set forth in this policy statement will be applied in evaluating requests for renewals.

4. In applying the policies outlined herein, each reservist when called to active duty, for whom a delay is requested, will be classified preceding actual assignment. Among other matters this classification will determine or verify the reservists civilian occupation in accordance with the titles, codes, and definitions of the Dictionary of Occupational Titles published by the Department of Labor.

5. Delays in call to active duty shall be made on an individual basis only. Under no circumstances shall blanket delays be granted.

II. CRITERIA FOR DELAY IN CALL TO ACTIVE DUTY

1. Members of the Civilian Components employed or engaged in critical civilian occupations or essential activities and who are needed for immediate utilization by the military services. Such members will be considered for delay in call to active duty only if the following criteria are met:

Army--Requests for delays in call to active duty should be made for a member of the Army Organized Reserve Corps through his unit commander or unit instructor to the commanding general of the Army area in which he resides.

Navy--Requests for delay in call to active duty of Naval Reserve officers should be addressed to the Chief, Bureau of Naval Personnel. Non aviators will send requests via their naval district commandant. Aviation officers should send requests via the Chief of Naval Air Reserve Training, Naval Air Station, Glenview, Ill.

Requests for deferment of naval enlisted personnel should be addressed to their naval district commandant for non aviation personnel, and to the Chief of Naval Air Reserve Training, Naval Air Station, Glenview, Ill., for enlisted aviation personnel.

Marine Corps--All requests for delay in call to active duty must come from the individual through the chain of command, starting with the local inspector instructor.

Air Force--Requests for delays in call of Air Force Reserves should be made to the headquarters of the numbered Air Force for the area in which the Reservist resides.

National Guard--Requests for delays in call of Army and Air Force National Guardsmen should be made to the Adjutant General of the State concerned.

On July 20, 1950, representatives of the Federal departments and independent establishments were informed by the Commission at a meeting of the Federal Personnel Council that it was highly advisable for each organization to take an inventory of employees who were members of Civilian Components of the Armed Forces. In this way advance planning can be done as to the employees for whom delays should be requested and as to necessary replacements when requests for delays cannot be justified.

Very respectfully,



L. A. Moyer  
Executive Director

- Attachments: 1. Policy on Delay in Call to Active Duty for Members of Civilian Components of the Armed Forces Possessing Critical Occupational Skills.
2. Department of Labor Preliminary List of Critical Occupations.

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UNITED STATES CIVIL SERVICE COMMISSION

WASHINGTON 25, D. C.

August 3, 1950

DEPARTMENTAL CIRCULAR NO. 636

TO HEADS OF DEPARTMENTS AND INDEPENDENT ESTABLISHMENTS:

SUBJECT: Department of Defense Policy Regarding Delays in Call to Active Duty for Certain Members of the Civilian Components of the Armed Forces.

Attached for your information is a copy of the policy statement issued by the Secretary of Defense on August 1, 1950, regarding delay in call to active duty for members of Civilian Components of the Armed Forces possessing critical occupational skills.

Also attached is an extract from the preliminary draft, issued by the Department of Labor on July 24, of a list of critical occupations which is referred to in the policy statement by the Secretary of Defense. The extract from the Department of Labor document contains all job titles in the list of critical occupations but omits the definitions of these titles, which were taken from the Dictionary of Occupational Titles. The complete statement may be obtained from the Department of Labor.

The policy statement by the Secretary of Defense refers to the Department of Commerce List of Essential Activities. This list, which may be obtained from the Department of Commerce, includes the Federal government as an essential activity in the following terms:

"Major Group 90 - Government

"Includes Federal, State, and local governments. Agencies classifying government establishments industrially within this major group are urged to use the industry definitions provided for Major Groups 01-89 wherever applicable, pending the development of a definitive classification for all government activities."

Requests for delay in call to active duty by members of Civilian Components will not be considered unless they have actually received orders to report to active duty. Requests received in advance of receipt of such orders will be held but not acted upon until such time as orders to active duty are issued.

Requests for delay in call may be submitted by the member or his employer and should be addressed as follows: